

PSJ1 Exh 33

Giant Eagle Bonus 2018 Pharmacy

I. Purpose

The Pharmacy Bonus Program is designed to encourage Team Members to work as a team toward a common goal of improving Company profitability and prescription volume.

II. Pharmacy Team Leader Calculation

Bonus Percentages				
<ul style="list-style-type: none"> - Based upon the Salary as of the beginning of the FY - Individual Minimum—Target—Maximum percentages established by job level. If a minimum bonus level is not achieved, then a bonus will not be paid out (including any kickers). 		Minimum	Target	Maximum
		1%	2%	3%
Pharmacy Performance Modifiers ¹				
(1) <u>Prescription Unit Volume:</u>				
0-1500 Units	1501-2500 Units	2501-3500 Units	3501 Units and above	
0%	0.5%	1%	1.5%	
(2) <u>Profitability:</u>				
Measurement				Kicker
Generate a Direct Business Line Profit and show a positive increase over last FY				1.5%
Measurement				Kicker
Achieve a 10% reduction in partial fill % to total prescriptions				.5%
Amber vial waste below \$1.7M for the chain				.5%
Achieve immunization goals for the year				.5%

Notes:

¹ The Pharmacy Performance Modifiers will be based upon the location in which the Team Member spent the majority of the year.

III. Staff Pharmacist Calculation

Bonus Percentages				
<ul style="list-style-type: none"> - Based upon the Salary as of the beginning of the FY - Individual Minimum—Target—Maximum percentages established by job level 		Minimum	Target	Maximum
		0.25%	0.5%	1%
Pharmacy Performance Modifiers ¹				
Measurement				Kicker
Achieve immunization goals for the year				0.5%
Achieve a 10% reduction in partial fill % to total prescriptions				0.5%
Amber vial waste below \$1.7M for the chain				0.5%

IV. Central Processing Positions

Bonus Percentages			
<ul style="list-style-type: none"> - Based upon the Salary as of the beginning of the FY - Individual Minimum—Target—Maximum percentages established by job level - Excludes any other additional metrics 			
Leader, Pharmacy Technician	Minimum	Target	Maximum
	2%	4%	6%
Staff Pharmacist, Call Center	Minimum	Target	Maximum
	.25%	.5%	1%
Team Leader, Pharmacy Asst	Minimum	Target	Maximum
	1%	3%	5%

V. Central Fill (#8991) – Calculation

Pharmacy Team Leader is eligible for an average of retail Pharmacy Team Leader bonus. The Staff Pharmacists are eligible for an average of the retail Staff Pharmacists bonus.

VI. Floater Pharmacist – Calculation

- Floating Pharmacists will be eligible to receive a lump sum amount based on the average Staff Pharmacist bonus. For PT Floating Pharmacists (30-39 standard hours), the bonus will be pro-rated.

VII. Eligibility

- Must be a Pharmacy Team Leader, Staff Pharmacist or Floater Pharmacist with standard hours of 30 or more.
- A Team Member must be licensed and actively employed at the date that are bonuses are paid in order to be eligible for a bonus.
- The bonus is based upon the salary at the beginning of the Fiscal Year.
- An existing Team Member must actively work in the Fiscal Year to be eligible for a bonus.

VIII. If for any reason, a Team Member is involuntarily terminated or resigns prior to the end of the fiscal year, he/she will not be eligible for a bonus. A Team Member must actively work until the end of Fiscal Year in order to be eligible for a bonus.**IX.** Whether the Company elects to pay a bonus and the amount of any such bonus is determined at the sole discretion of the Board of Directors.